



# HEALING IN MOTION

*People are always part of the picture*

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## OPERATIONAL RESPONSE GUIDE O.R.G.

*Lawful Prescribed Cannabis-Based Products for Medicinal Use (CBPM)  
Operational Clarity, Sequencing & Proportionality*

**Demo Version (v1.0) | Prepared by Jaye Dee**

*This is a demonstration version of the Healing in Motion Operational Response Guide. It includes the core framework, four operational scenarios, and an introduction to advanced case analysis.*

*The full version includes expanded scenario coverage, the Anonymised Lived Experience section, and the complete Operational Challenge Questions bank.*

*Lawful. Proportionate. Defensible.*

## 1 INTRODUCTION — PURPOSE AND SCOPE

This Operational Response Guide (O.R.G.) provides structured guidance for professionals encountering individuals lawfully prescribed Cannabis-Based Products for Medicinal Use (CBPM).

It is designed to support consistent, proportionate, and evidence-based decision-making in real-world settings where prescribed medical cannabis is present.

While the legal framework governing prescribed cannabis is established, its application in operational environments remains inconsistent. This is not due to a lack of law, but a lack of clear operational interpretation at the point of decision-making.

### **This guide supports organisations in moving from:**

- uncertainty into structured decision-making
- assumption into evidence-led response
- inconsistency into defensible operational handling

*This guide does not replace legislation, policy, or professional judgement. It supports their consistent application where complexity arises.*

## 2 WHO THIS GUIDE IS FOR

This guide is intended for:

- Housing providers and frontline housing staff
- Employers, HR teams, and workplace managers
- Public service professionals and decision-makers
- Security staff and operational personnel
- Any organisation encountering medical cannabis in practice

*It is particularly relevant where decisions must be made in real time, often under pressure and without clear prior guidance.*

## 3 WHY THIS GUIDE MATTERS

Medical cannabis is lawful in the United Kingdom when prescribed by a specialist clinician. However, its presence in everyday operational settings continues to create uncertainty in practice.

### **The impact of that uncertainty is consistent across settings:**

**Where uncertainty exists**

- escalation risk increases
- inconsistency emerges
- decisions become harder to defend

**This guide provides**

- structured uncertainty reduction
- proportionate response principles
- consistent operational handling

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HOW TO USE THIS GUIDE

Each scenario follows a consistent format:

- Situation
- What's Actually Happening
- Common Misinterpretation
- Key Considerations
- Operational Response (Framework Application)
- What Not to Do
- Good Practice Outcome

This allows users to:

- quickly understand the situation
- apply a consistent framework
- make defensible, proportionate decisions

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OPERATIONAL FRAMEWORK

Acknowledge → Clarify → Assess Context → Apply Proportionate Response → Record

**Acknowledge**

Recognise the situation without assumption or premature judgement.

**Clarify**

Establish the relevant facts necessary to understand the situation.

**Assess Context**

Consider the wider context, including environment, behaviour, and any immediate risk factors.

**Apply Proportionate Response**

Determine an appropriate course of action based on evidence, not uncertainty, discomfort, or unfamiliarity.

**Record**

Document the situation, decisions taken, and rationale clearly and objectively where appropriate.

**6 SCENARIO-BASED OPERATIONAL GUIDANCE**

Each scenario applies the operational framework to a real-world situation. All four scenarios below represent common points of friction across operational environments.

**6.1 Workplace Disclosure of Prescribed Medical Cannabis**

**Situation**  
 An employee informs their employer or line manager that they have been prescribed CBPM by a specialist clinician. The disclosure is made in the context of ongoing employment, with no immediate indication of performance or safety concerns.

**What's Actually Happening**  
 This is the disclosure of a lawful medical treatment. The presence of a prescription does not, in itself, indicate impairment, risk, or policy breach.  
**The disclosure represents a decision point, not an automatic trigger for enforcement.**

**Common Misinterpretation**  
*"This is equivalent to illegal drug use"*  
*"This creates an immediate safety issue"*  
*"This must be escalated or restricted straight away"*

- Key Considerations**
- Prescribed CBPM is lawful when issued by a specialist clinician
  - Disclosure of medical treatment is not misconduct
  - Fit for work must be assessed on actual capability, not assumption
  - Existing policies may not yet reflect medical cannabis use

OPERATIONAL RESPONSE — FRAMEWORK APPLICATION	
<b>ACKNOWLEDGE</b>	Recognise the disclosure without assumption or escalation.
<b>CLARIFY</b>	Establish relevant facts, including lawful status and any work-related context where appropriate.
<b>ASSESS CONTEXT</b>	Consider the nature of the role, actual responsibilities, and whether any evidence of impairment or risk is present.
<b>APPLY PROPORTIONATE RESPONSE</b>	Decision-making should be based on evidence and role-specific context, not policy reflex or assumption. Where no issue is identified, no further action may be required.
<b>RECORD</b>	Document relevant facts and decisions objectively, without unnecessary or speculative detail.

- WHAT NOT TO DO**
- Do not assume impairment based on prescription alone
  - Do not treat lawful medical use as misconduct

— Do not escalate without evidence of risk or performance concern

#### GOOD PRACTICE OUTCOME

- Employee is treated fairly and as a patient within a lawful treatment pathway
- No unnecessary escalation occurs
- Decision is evidence-led and defensible

## 6.2 Housing Setting — Tenant Use / Complaint Context

### Situation

A housing provider or frontline housing officer receives a report that a tenant is using cannabis within their property. The report relates to concerns such as smell or perceived illegal activity. The tenant states that their use is supported by a lawful prescription for CBPM.

### What's Actually Happening

Lawful medical use is intersecting with community perception. The tenant may be acting entirely within a lawful medical framework, while neighbours interpret the situation through historical drug associations.

### Common Misinterpretation

*"Cannabis use in a property is automatically a tenancy breach"*

*"Smell indicates illegal activity"*

*"This must be escalated as anti-social behaviour"*

### Key Considerations

- Prescribed CBPM is lawful when issued by a specialist clinician
- Use within a private residence is not automatically a breach of tenancy
- Smell alone is not evidence of unlawful activity
- Responses must remain proportionate, evidence-based, and context-specific

OPERATIONAL RESPONSE — FRAMEWORK APPLICATION	
ACKNOWLEDGE	Receive the report without assumption. Avoid treating the situation as a breach at the outset.
CLARIFY	Establish whether lawful prescription is in place and understand what is actually occurring.
ASSESS CONTEXT	Consider the nature of the complaint, actual impact, and property type.
APPLY PROPORTIONATE RESPONSE	Take no further action where use is lawful and impact is minimal. Escalate only where a clear and evidenced breach or risk is identified.
RECORD	Document the situation factually, avoiding assumption or speculative language.

### WHAT NOT TO DO

- Do not assume illegality based on smell or report alone
- Do not treat lawful medical use as automatic grounds for enforcement
- Do not escalate purely due to uncertainty

### GOOD PRACTICE OUTCOME

- Tenant treated lawfully and fairly
- Neighbour concerns acknowledged and managed proportionately
- No unnecessary enforcement action taken

6.3

**Police / Emergency Services Interaction (CBPM)**

**Situation**

An individual is encountered in possession of cannabis in a public or semi-public setting. They state that the substance is prescribed for medical use. The situation requires real-time assessment, often under time pressure and with limited immediate verification.

**What's Actually Happening**

A time-pressured operational decision involving potential lawful possession of a controlled substance. Behaviour, context, and available indicators are critical — possession alone does not determine illegality.

**Common Misinterpretation**

- "Possession in public equates to illegality"*
- "This must be addressed immediately as drug misuse"*

**Key Considerations**

- Prescribed CBPM may be lawfully possessed when issued by a specialist clinician
- Possession alone does not determine illegality
- Behaviour and context are critical to assessment
- Proportionate response remains essential, including under time pressure

**OPERATIONAL RESPONSE — FRAMEWORK APPLICATION**

<b>ACKNOWLEDGE</b>	Approach the interaction calmly and without assumption.
<b>CLARIFY</b>	Establish the factual position, including what is present and what is being asserted.
<b>ASSESS CONTEXT</b>	Consider behaviour, environment, and whether any immediate safety or public risk is present.
<b>APPLY PROPORTIONATE RESPONSE</b>	Action should reflect evidence, context, and legal framework. Escalate only where a clear legal or safety threshold is met.
<b>RECORD</b>	Document the interaction factually and proportionately.

**WHAT NOT TO DO**

- Do not assume illegality based on possession alone
- Do not rely solely on odour or visual identification
- Do not escalate due to uncertainty or unfamiliarity

**GOOD PRACTICE OUTCOME**

- Calm, proportionate handling
- Lawful patient treated appropriately
- Decision is defensible

## 6.4 Event / Venue Interaction (Prescribed Cannabis)

### Situation

An individual attends a public event in possession of CBPM, held in original, correctly labelled packaging. During entry checks or while on site, security staff identify the substance and challenge the individual.

### What's Actually Happening

A lawful patient in possession of prescribed medication. The interaction becomes a decision point under time pressure, where lawful possession meets venue policy and staff uncertainty.

### Common Misinterpretation

*"This is illegal drugs — entry should be refused"*  
*"The medication should be confiscated"*

### Key Considerations

- Prescribed CBPM is lawful when issued by a specialist clinician
- Possession alone does not indicate misconduct
- Venue policy should be applied proportionately and in line with law
- Refusal of entry or confiscation may have equality and health implications

## OPERATIONAL RESPONSE — FRAMEWORK APPLICATION

<b>ACKNOWLEDGE</b>	Approach the situation without assumption.
<b>CLARIFY</b>	Establish whether a valid prescription is in place and whether the medication is correctly labelled.
<b>ASSESS CONTEXT</b>	Consider behaviour, cooperation, and the environment and nature of the event.
<b>APPLY PROPORTIONATE RESPONSE</b>	Allow entry with medication where lawful. Apply reasonable conditions where necessary. Avoid unnecessary confiscation or exclusion.
<b>RECORD</b>	Document decisions where required, based on factual information.

## WHAT NOT TO DO

- Do not assume illegality without establishing facts
- Do not confiscate medication without lawful basis
- Do not refuse entry solely on the presence of CBPM

## GOOD PRACTICE OUTCOME

- Access not unnecessarily restricted
- Medication respected as lawful prescribed treatment
- Staff act consistently and proportionately

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## ADVANCED OPERATIONAL SCENARIO

Full Guide Only

### **The full Operational Response Guide includes an Anonymised Lived Experience section.**

This section is different from the structured scenarios above. It presents an actual anonymised case in detail — one where legal position, clinical legitimacy, and operational decision-making no longer align neatly.

It demonstrates the point at which a lawful patient's legal protection may collapse — not through any failure of clinical legitimacy, but through a single aspect of how their medication was administered.

**This is the gap Healing in Motion exists to address. Moving from principle, into lived experience, into operational clarity.**

### **The full version also includes:**

- The complete Anonymised Lived Experience case analysis
- 14 questions raised directly from that lived experience
- The Operational Challenge Questions bank across all four sectors
- Deeper operational application guidance
- Structured organisational alignment support

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CLOSING POSITION

Cannabis remains a controlled substance under UK law. However, lawful prescription of cannabis-based medicinal products is an established medical pathway.

The challenge for organisations is not the existence of law. It is its consistent and confident application in practice.

**Where uncertainty exists**

Risk increases. Responses become reactive, inconsistent, and harder to defend.

**Where clarity exists**

Decision-making improves. Responses are proportionate, consistent, and defensible.

**This guide supports: lawful handling, proportionate response, consistent operational understanding.**

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ACCESS TO FULL GUIDANCE

This document is a demonstration version of the Healing in Motion Operational Response Guide (O.R.G.).

**The full version includes:**

- Expanded scenario coverage across all four sectors
- Anonymised Lived Experience — full case analysis
- 14 questions raised from lived experience
- Complete Operational Challenge Questions bank (Sections 8.1 to 8.4)
- Deeper operational application across complex scenarios
- Structured organisational alignment support

**To access the full guide:** [welcome@healinginmotionuk.com](mailto:welcome@healinginmotionuk.com)  
[www.healinginmotionuk.com](http://www.healinginmotionuk.com)

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